

## Appendix E

### SUMMARY OF 1992/93 PAY TREND SURVEY

#### Purpose of Survey

Pay trend surveys provide information on the general movements of pay in the private sector over a given period. They are not concerned with comparison of pay levels for specific occupational groups. Prior to 1983, pay trend surveys were undertaken by the then Pay Investigation Unit under the auspices of a Steering Committee of the Senior Civil Service Council. The Pay Survey and Research Unit was established in December 1982 and the Pay Trend Survey Committee shortly after. The 1992/93 Pay Trend Survey was the twentieth of its kind.

#### Survey Period

2. The Survey covered a 12-month period from 2 April 1992 to 1 April 1993.

#### Participating Companies

3. 79 companies as listed at the Annex were invited to participate in the survey. Of these, 76 took part in the survey. Their data were included in the calculation of the 1992/93 pay trend indicators.

#### Data Collection

4. Between February and May 1993, staff of the Pay Survey and Research Unit visited every participating company. They interviewed the personnel manager, the personnel officer or other members of management responsible for pay and collected information on increases in salary due to general pay increases, merit payments and inscale increments. Surveyed companies were also asked to provide information on payments additional to salary and, where available, adjustments attributable to internal and external relativities (i.e. adjustments due to changes in the market level of a job), promotion and transfer.

5. In order to identify any variation in salary adjustments made to staff at different levels, company representatives were requested to provide information on salary adjustments according to three salary bands, namely: less than \$9,305 per month, \$9,305 - \$28,530 per month and \$28,531 - \$57,475 per month. These bands relate broadly to the Master Pay Scale (MPS) below Point 10, Points 10 - 33 and MPS Point 34 -

Appendix E (Cont'd)

General Disciplined Services (Officer) Pay Scale Point 38 respectively in the civil service.

6. Information collected for the survey was recorded in individual company statements, the accuracy of each was confirmed by the company concerned. Strict confidentiality is observed in the handling of company data which is released in survey reports only in an anonymous form.

Survey Findings

7. The Pay Survey and Research Unit analysed the company data in accordance with the agreed criteria and presented its findings to the Pay Trend Survey Committee in May 1993.

8. The Pay Trend Survey Committee accepted the findings of the Unit on the 1992/93 Pay Trend Survey. The Committee also concluded that, taking into account only those adjustments which related to the cost of living, company performance, general changes in market rates, inscale increment and merit, there was evidence that the following pay increases had been awarded in the surveyed companies during the period 2 April 1992 to 1 April 1993:

- (a) Lower Salary Band  
(Less than \$9,305 per month) : 11.77%
- (b) Middle Salary Band  
(\$9,305 - \$28,530 per month) : 11.90%
- (c) Upper Salary Band  
(\$28,531 - \$57,475 per month): 11.32%

Annex to Appendix E

Companies Invited to Participate  
in 1992/93 Pay Trend Survey

British-American Tobacco Co. (H.K.) Ltd.  
Broadway-Nassau Investments Ltd.  
Caltex Oil Hong Kong Ltd.  
Carlsberg Brewery Hong Kong Ltd.  
Caterpillar Far East Ltd.  
Cathay Pacific Airways Ltd.  
Chiaphua Industries Ltd.  
China Light & Power Co. Ltd.  
China Motor Bus Co. Ltd.  
Coopers & Lybrand  
Crocodile Garments Ltd.  
Dairy Farm Company Ltd., The  
Deacons Solicitors & Notaries  
DHL International (Hong Kong) Ltd.  
Digital Equipment HK Ltd.  
Esso Hong Kong Ltd.  
Fook Lee Construction Co. Ltd.  
Hewlett-Packard Hong Kong Ltd.  
Hong Kong Aircraft Engineering Co. Ltd.  
Hong Kong and China Gas Co. Ltd., The  
Hongkong and Shanghai Banking Corporation Ltd., The  
Hongkong and Shanghai Hotels Ltd., The  
Hongkong Ferry (Holdings) Co. Ltd.  
Hong Kong Oxygen & Acetylene Co. Ltd.  
Hong Kong Teakwood Works Ltd.  
Hongkong Telecom Ltd.  
Hongkong Tramways Ltd.

Annex to Appendix E (Cont'd)

Hongkong United Dockyards Ltd.  
Hsin Chong Construction Co. Ltd.  
IBM China/Hong Kong Corporation  
ICI China Ltd.  
Inchcape Pacific Ltd.  
Jardine Pacific Ltd.  
Jebsen & Co. Ltd.  
John Swire & Sons (H.K.) Ltd.  
Kodak (Far East) Ltd.  
Kowloon Motor Bus Co. (1933) Ltd., The  
Lam Soon (H.K.) Ltd.  
Lap Heng Co. Ltd.  
Leighton Textiles Company Ltd.  
Li & Fung (Trading) Ltd.  
Lo and Lo Solicitors & Notaries  
Manhattan Garments International Ltd.  
Mass Transit Railway Corporation  
Mattel Toys (HK) Ltd.  
Mobil Oil Hong Kong Ltd.  
Motorola Semi-conductors (H.K.) Ltd.  
National Lacquer & Paint Products Co. Ltd., The  
NCR (Hong Kong) Limited  
Nedlloyd Lines  
Omni Hotels Asia Pacific  
Orient Overseas Container Line Ltd.  
Otis Elevator Co. (H.K.) Ltd.  
Paul Y. Construction Co. Ltd.  
Philips Hong Kong Ltd.  
Philips Hong Kong Ltd. Consumer Electronics Factory  
Ryoden (Holdings) Ltd.  
S. Megga Telecommunications Ltd.  
San Miguel Brewery Ltd.  
Schmidt & Co. (HK) Ltd.

Annex to Appendix E (Cont'd)

Shangri-La Hotel (Kowloon) Ltd.  
Shell Hong Kong Ltd.  
Sheraton Hong Kong Hotel & Towers  
Shui Hing Co. Ltd., The  
Shui On (Contractors) Ltd.  
Shun Hing Electronic Trading Co. Ltd.  
Sonca Products Ltd.  
South China Morning Post Publishers Ltd.  
Standard Chartered Bank  
Swire Bottlers Ltd.  
Toppan Printing Co. (H.K.) Ltd.  
Tyco (Hong Kong) Ltd.  
Universal Cars Ltd.  
Video Technology Electronics Ltd.  
Vigers Hong Kong Ltd.  
Vitasoy International Holdings Ltd.  
Wearbest Garment Manufacturing Co. Ltd.  
Wilkinson & Grist Solicitors & Notaries  
Winner Company (H.K.) Ltd.